

APPROVED 01/23/08

Present: Andy Kohlhofer, Town Administrator Heidi Carlson, Charles Kimball Chair, Peg Pinkham, Doug McElroy, Mike Nygren, Pat Martel and Recording Secretary Kathy Arsenault.

Charles Kimball Chair called the meeting to order, at 7:05 pm.

4194 – Government Buildings

Pinkham noted that the appropriated request was down \$17391.

Bearse entered the meeting at 7:12 pm.

Nygren asked about the maintenance for the Meeting House. Carlson said that is an estimate for painting. She added that it was last done about 10 years ago. Kimball asked who had done it last. Carlson said Peter LaRoche, and some of it he had done for free.

Pinkham asked to speak about some of the decisions from last week, specifically about the elected officials. She continued that if someone is giving 5 or 10 hours a month, that is a volunteer. If they are giving 20 or 25 hours a week, that is work and it is a commitment. She added that as we come up on positions that are so off because people have never asked for increases, we need take that into consideration. People do give to their community, but when you do that to a point that it impacts your availability to work full time, they should be considered wage earners. Bearse stated that perhaps they should be recognized for the work within the community. Pinkham stated there are lots of people who could be recognized. She continued, if you compare the Treasurer to the Tax Collector or Town Clerk, it just seems off. She stated that although I understand the rationale of our decision, let's just be aware of it in the future. Bearse agreed, however as it is not a fulltime job, maybe we could give more than the minimum or perhaps add a bonus. Nygren asked how do you judge a position like that for a bonus situation. It is almost impossible to evaluate where none of the work is done here, and he added that he does agree with Pinkham.

Pinkham is not arguing for the individual, but is there a fair compensation to give for the position. She asked what the Tax Collectors hours are and what do they have to be legally open for. Carlson stated that the Tax Collector has to be open 2 hours a week, although she may work more.

Kohlhofer stated the only way to get around it is to perform an audit. Nygren added that they are not pleasant, and they make people very uncomfortable. Some discussion continued regarding tracking of hours and audits.

Martel asked if the wage is at 2% for the maintenance worker. Carlson said yes, but it may need to be adjusted. Pinkham asked have you ever spent it all. Carlson said no, it is planned for about 10 hours a week. She continued that we didn't budget additional hours and without a trustee, we have taken out the trustee lunches. She added that the \$7,000 is an allotment for 10 hours a week. He puts in his time everyday, and on weekends he checks all the buildings and doesn't put in for it.

Nygren made a motion to recommend the bottom line of \$67275. Pinkham seconded the motion. Majority voted in the affirmative.

4195 - Cemeteries

\$5643 for wages. Total for the line \$13,703.

Kohlhofer asked about the equipment line going up, stating that the \$1000 every year has never been spent. Carlson stated that is for well pumps, and possibly a purchase of a lawnmower. Pinkham made a

motion to recommend the bottom line of \$13703. McElroy seconded the motion. Majority voted in the affirmative.

4196 - Insurance

Kohlhofer asked about dividends. Carlson stated that they stopped doing that. They changed it for a decrease in premiums. She continued that our claims ratings are pretty good. McElroy made a motion to recommend the bottom line of \$33450. Nygren seconded the motion. Majority voted in the affirmative.

4197 – Advertising & Regional Assoc.

Nygren made a motion to recommend the bottom line of \$6590. Pinkham seconded the motion. Majority voted in the affirmative.

4199- Town Report

There was discussion about the Town Report not longer being mailed out. This would save tremendous amounts on the postage and printing costs. Some discussion followed about mailing vs. not mailing the Town Report. Carlson did note that it would be one thing to save money on the postage, but we would not want people to think that we don't want them to have the information. Kohlhofer suggested that we make it part of the Town Report this year, that this will be discussed next year. Carlson stated that the Town Report is also available on the Town's website, along with the newsletter.

McElroy made a motion to recommend the bottom line of \$8400. Nygren seconded the motion. Majority voted in the affirmative.

4210 – Police Department

Carlson stated that she took all wages numbers and reduced them by 3%. She continued that Janvrin used approximately a step of 2% and the 3% COLA, which is roughly the 5%. She added that if the committee wanted it more specific, they would have to wait for that, otherwise we could go forward with the numbers reduced by 3%. Kohlhofer talked about the training and paying people that have no contract. After some discussions it became evident that there was confusion regarding this at the time Janvrin presented it to the committee. Kimball stated that Charles Rand is the training officer for firearms. Pinkham stated more clarification is needed before we make a vote. Are we paying for training on an officer who is not giving back to the community and hours of service? Kimball stated that each officer completes 8 hours of training every year. McElroy said yes, but are we are training him and getting nothing back. Kimball said he is the one training the other officers. McElroy added that he still needs to be trained every year too.

Carlson added that we had 2 new officers hired, several officers have left over the past year. McElroy stated that is why we have established contracts now. He continued that Janvrin had started his whole presentation with the turnover rates being an issue.

Pinkham believed that Janvrin understands the Budget Committee's position on the training issues. She continued rather than cutting someone, the Budget Committee would like to see next year from Janvrin; Accountability on any individual for service hours based on training costs in order to approve a budget. Kohlhofer agreed. Nygren noted that the \$2340 for cell phones, he is not in favor of this. Nygren would like to reduce that line. Some brief discussions about cell phones took place. After questions about the wage line, it was decided to go line by line with the 3% reductions. Carlson noted that the wages for details wouldn't change.

Clerical \$25605 - line 101

Patrol wages \$218,180 - line 301

Firearms Training \$3197 - line 201

In service Training \$4796 - line 203
First Aid Training \$800 - line 205
New Officer Training \$2849 – line 207
Call Out Wages \$6059 – line 303
Investigations \$34925 – line 307
Maintenance Labor \$3905 – line 617 (new line item)

Bearse asked about the firearms training and if everything was cut back, because it still seems too high. Nygren added that it is still \$1100 more than was spent last year. Pinkham stated that over the years it has been over appropriated. Bearse made a motion to amend the firearms line to \$2500. Kohlhofer seconded the motion. Majority voted in the affirmative. Nygren made a motion to change the Communication line from \$3351 to \$2340. Martel seconded the motion. Majority voted in the affirmative.

Motion to break was called at 8:08 pm by Charles Kimball Chair.

Motion to rejoin was called at 8:15 pm by Charles Kimball Chair.

\$382,408 is the new bottom line of the Police Department Budget. Martel stated that it is still a big increase compared to that of 2007 spent. Kohlhofer agreed. Kohlhofer made a motion to recommend the bottom line with the changes from \$394,730 to \$382,408. McElroy seconded the motion. Majority voted in the affirmative with Pinkham voting in the negative.

4211 – Police Special Details

These are special detail wages, there is no wage increases dollar/hour.
Kohlhofer made a motion to recommend \$45,000 for special details. Martel seconded the motion. Majority voted in the affirmative.

4215 - Ambulance Service

Pinkham made a motion to recommend \$5500 for Ambulance Service. Nygren seconded the motion. Majority voted in the affirmative.

4220 – Fire Department

Carlson noted that Line 005 is now recalculated to \$10,000 and Line 101 is recalculated to \$4580. Kimball added that we could also take out for the new computer. Carlson said that is correct. Martel made a motion to amend Line 003 to \$8350. McElroy seconded the motion. Majority voted in the affirmative.

\$182,143 is the new bottom line. Kohlhofer made a motion to recommend the new bottom line of \$182,143. Martel seconded the motion. Majority voted in the affirmative.

4240 – Building Inspector

\$40,893 is the new wage new line recalculated less the 3%.

McElroy made a motion to reduce Heating Inspections – Line 002 to \$500. Kohlhofer seconded the motion. Majority voted in the affirmative.

Driveway Inspections – Line 004. Pinkham made a motion to recommend the Selectmen's number of \$1000. Bearse seconded the motion. Majority voted in the affirmative.

Safety Inspections – Line 005. McElroy made a motion to recommend the Selectmen's recommendation of \$500. Pinkham seconded the motion. Majority voted in the affirmative.

Equipment & Books – Line 027 Martel made a motion to recommend the Selectmen's number of \$750. Nygren seconded the motion. Majority voted in the affirmative.

This has made the new bottom line \$48,293. Kohlhofer made a motion to recommend the bottom line of \$48,293. Nygren seconded the motion. Majority voted in the affirmative.

4290 – Emergency Management

Carlson stated that there were no wages that requested an increase. There are still 2 open positions here. There have been 2 resignations in one month. Kohlhofer made a motion to recommend the Selectmen's number of \$8620. Carlson noted that the stipend (\$100) for January could be removed whereas the positions are not filled and will not be filled through the end of January. Kohlhofer made a motion to amend the \$8620 to \$8520. Pinkham seconded the motion. Majority voted in the affirmative.

4312 – Highway & Streets

Labor (Laborer and Part-time seasonal driver) – Line 007 recalculated to \$40,710.
Road Agent Salary – Line 075 recalculated to \$4466.

This made the new bottom line \$269, 231. Martel made a motion to recommend the bottom line of \$269,231. Pinkham seconded the motion. Majority voted in the affirmative. .

4316 – Street Lighting

McElroy made a motion to recommend the bottom line of \$3960. Kimball seconded the motion. Majority voted in the affirmative.

4323 – Solid Waste Collection

McElroy made a motion to recommend the bottom line of \$135,401. Pinkham seconded the motion. Majority voted in the affirmative.

4324 – Solid Waste Disposal

This is not contractual. The rate changes in July. It is generally about 3%. This is based on an estimated amount of tonnage.

Pinkham made a motion to recommend the bottom line of \$143,157. McElroy seconded the motion. Majority voted in the affirmative.

4414 - Animal Control

Patrol wages were recalculated to \$7576. This makes the new bottom line \$11,100. After a brief discussion, Kohlhofer made a motion to recommend the \$11,100. McElroy seconded the motion. Majority voted in the affirmative.

4415 – Health

There are no increases in the stipend to be recalculated. After brief discussion, Kohlhofer made a motion to recommend the bottom line of \$2075. McElroy seconded the motion. Majority voted in the affirmative with Bearse voting in the negative.

4442 – Direct Assistance

Pinkham made a motion to recommend the \$17,200. Nygren seconded the motion. Majority voted in the affirmative.

4445 – Vendor Payments

McElroy made a motion to recommend \$26,429. Nygren seconded the motion. Majority voted in the affirmative.

4520 – Parks & Recreation

Nygren asked about the engineering for the field maintenance. Carlson stated that engineer gave a price of approximately \$5000 - \$15000 to fix the problems. After some discussion about the costs and proper funding; it was determined the \$5000 (encumbered in 2007) would be used towards the engineering, giving us a good solid number. We would then put it out to bid in the fall and go from there. It was determined that taking the time to do things the right way, would be the best option.

Pinkham made a recommendation to reduce the wages. She added that she is not criticizing the program, it has a lot to offer the Town, but the numbers are going down. What used to cost \$30 or \$50/week is now costing \$100. It is not coming close to the original numbers; the ratios are going down.

Kohlhofer made a motion to reduce Field Maintenance – Line 004 to \$21,775. McElroy seconded the motion. Majority voted in the affirmative.

Kohlhofer made a motion to reduce Wages – Line 001 to \$15,000. Bearse seconded the motion. Majority voted in the affirmative.

After a brief discussion about band concerts and town events, Martel made a motion to reduce Town Events – Line 009 to \$3100. McElroy seconded the motion. Majority voted in the affirmative.

This made the new bottom line \$50,605. Kohlhofer made a motion to recommend the bottom line of \$50,605. Bearse seconded the motion. Majority voted in the affirmative.

4550- Library

\$53,139 is the wages line recalculated. Carlson stated that this is calculated on 2 % of this year's numbers, because the totals were for additional hours as well.

Martel made a motion to recommend the Selectmen's number for Books, Mags & Videos – Line 002 of \$18,000. Bearse seconded the motion. Majority voted in the affirmative.

Some brief discussions about the library programs, and computer usage took place.

Pinkham made a motion to recommend all of the Selectmen's numbers (excluding the wage line) creating a new bottom line of \$ 103, 939. Nygren seconded the motion. Majority voted in the affirmative with Kohlhofer voting in the negative.

Discussion continued about the Friends of the Fremont Library and what they might be able to support this year for the Library.

Pinkham made a motion to reconsider 4550, specifically Dues & Membership - Line 005 and New Computers - Line 050. Bearse seconded the motion.

After some brief discussion, Martel made a motion to reduce Dues & Membership to \$1000. McElroy seconded the motion. Majority voted in the affirmative.

Pinkham made a motion to reduce the New Computer to \$1500. Bearse seconded the motion. Majority voted in the affirmative.

This makes a new bottom line of \$102,439. Kohlhofer made a motion to recommend the \$102,439. McElroy seconded the motion. Majority voted in the affirmative with Nygren voting in the negative.

4583 – Patriotic Purposes

Kohlhofer made a motion to recommend \$2500 for Patriotic Services. Pinkham seconded the motion. Majority voted in the affirmative.

4610 – Conservation Commission

Kohlhofer made a motion to recommend \$4670 for Conservation Commission. McElroy seconded the motion. Majority voted in the affirmative.

4711 – 4721 Debt Services

Nygren made a motion to recommend the \$135,000. Pinkham seconded the motion. Majority voted in the affirmative.

4723 – Interest on Tax Anticipation Notes

Kohlhofer made a motion to recommend the \$33,000. McElroy seconded the motion. Majority voted in the affirmative.

4902 - Capital Overlay

Carlson distributed a Town meeting warrant format for 4902 – Capital Overlay. Please refer to the Warrant Draft dated January 9, 2008. (Warrant Article numbers are not finalized)

Article #8

Pinkham made a motion to recommend Article #8. McElroy seconded the motion. Majority voted in the affirmative.

The Budget Committee Recommends this Article

Article #9

The Budget Committee needs data from Carlson from the DRA no vote was taken

Article #10

McElroy made a motion to recommend Article #10. Pinkham seconded the motion. Majority voted in the affirmative.

The Budget Committee Recommends this Article

Article #11

Kohlhofer made a motion to recommend the \$48,230. Nygren seconded the motion. Majority voted in the affirmative.

The Budget Committee Recommends this Article

Article #12.

Pinkham made a motion to recommend the \$75,000. McElroy seconded the motion. Majority voted in the affirmative.

The Budget Committee Recommends this Article

Article #13

New Capital Reserve Fund.

Carlson stated that this is a proposal that came up last year, but we had to do some planning. This proposed new Capital Reserve Fund's purpose would be for the expansion and/or renovation of the Fremont Historic Museum. Some discussion continued about the Fremont Historic Museum.

McElroy made a motion to NOT recommend Article #14. Martel seconded the motion. Majority voted in the affirmative with Bearse voting in the negative.

The Budget Committee does NOT Recommend this Article

Article #14

Great Bay Services

This is a request for rehabilitation services for \$2000. Pinkham made a motion to NOT recommend Article #14. Nygren seconded. Majority voted in the affirmative.

The Budget Committee does NOT Recommend this Article

Article #15

SeaCare Health Services

This is a request for medication assistance for \$2000. Martel made a motion to NOT recommend Article #15. Pinkham seconded the motion. Majority voted in the affirmative.

The Budget Committee does NOT Recommend this Article

Carlson wanted to go back and review the Executive Budget (4130) regarding the Selectmen's Office wages with recalculated numbers. The Town Administrator & Selectmen's Clerical – Line 015 \$72,164. The Town Clerk – Line 045 \$34,700. The Deputy Town Clerk - Line 046 \$17,186. No change in the Welfare Director's wages. This makes the new bottom line \$161,575.00. (Lines 45 and 46 had been previously voted on.) McElroy made a motion to recommend the bottom line of 4130 of \$161,575.00. Martel seconded the motion. Majority voted in the affirmative with Nygren abstaining.

Minutes from the January 2, 2008 were reviewed. McElroy made a motion to accept the minutes. Martel seconded the motion. Majority voted in the affirmative to accept the minutes of January 2, 2008, with Nygren abstaining.

Kohlhofer made a motion to table the January 5th and the January 9th minutes. McElroy seconded the motion. Majority voted in the affirmative.

Carlson noted that the Tax Collector's Property Tax Warrant is for \$8,768,431. Uncollected monies were \$660,846. (There are still uncollected current use taxes.)

Kohlhofer made a motion to adjourn. Pinkham seconded the motion. The meeting was adjourned at 10:25pm.

The next scheduled meeting of the Budget Committee is Wednesday, January 23, 2008.

Respectfully Submitted

Kathy Arsenault
Recording Secretary